

**EXHIBIT 110 TO  
HARVEY DECLARATION  
REDACTED VERSION**

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**From:** Alan Eustace <eustace@google.com> on behalf of Alan Eustace  
**Sent:** Thursday, March 23, 2006 4:03 PM  
**To:** [REDACTED]  
**Subject:** Re: Offer

Thanks. We'll take it from here.

Alan

On 3/23/06, [REDACTED] wrote:

> Alan,

>

> Yes as we discussed earlier I don't think it would be appropriate than

> I do it myself.

>

> 1. During all the exit process I have been asked by my former boss  
> (Sina Tamaddon) not to engage any discussion with Steve and to keep  
> him out of this loop. As a result it is now 5 months I did not  
> approach Steve. I don't think it would be the right moment to do it  
> now with a specific request concerning me.

>

> 2. From my perspective I did everything I had to do, in order to have  
> a clean exit from Apple, getting them to define how and with which  
> restrictions (non-compete) they want me to leave. It took time but we  
> came to agreement. Now I feel I am not bound to Apple in any manner  
> and I have no reason to get to Steve and ask him "permission" to work  
> with Google.

>

> 3. For Google the situation is different since there is some kind of  
> gentleman agreement regarding hiring employees from each other. It  
> seems that Google feels that this gentleman agreement may go even  
> beyond and may apply to former employees as well. Thus Google (not  
> me) feels they should get Steve's blessings before going forward.

>

> This is why I think this has to be handled by Google not me.

>

> [REDACTED]

>

> On Mar 22, 2006, at 8:40 PM, Alan Eustace wrote:

>

>> Sergey thought that you should call Steve. My impression from  
>> talking to you was that this wasn't what you wanted to do. I also  
>> think that this is a discussion that is best handled from a company  
>> perspective, rather than a conversation between friends. What are your thoughts?

>>

>> Alan

>>

>> On 3/22/06, [REDACTED] wrote:

> > Alan & Kim,  
> >  
> > I am back from sout-east asia. Do we have news about what happened  
> > with Steve?  
> >  
> > Thanks,  
> >  
> > [REDACTED]  
> >  
> >  
> > On Mar 12, 2006, at 6:24 PM, Kim Sterling wrote:  
> >  
> >  
> > [REDACTED]  
> >  
> > Wonderful news!  
> >  
> > Just to confirm the numbers, due to the constant fluxation in the  
> > dollar and euro, our comp folks use an annual number for the  
> > conversions hence the  
> > [REDACTED] EURO for the sign-on. I can send more details to help  
> > explain how we do that.  
> >  
> > In terms of the non-solicit header, somehow some of the text was  
> > not included when we converted the document from PDF to Word. I'll  
> > work to get this correct.  
> >  
> > I hope you have an enjoyable vacation and upon your return, have  
> > positive news on Alan and Steve's conversation.  
> >  
> > -Kim  
> >  
> >  
> > \_\_\_\_\_  
> > From: [REDACTED]  
> > Sent: Saturday, March 11, 2006 1:22 AM  
> > To: Alan Eustace; Kim Sterling  
> > Cc: [REDACTED]  
> > Subject: Offer  
> >  
> >  
> >  
> > Alan and Kim,  
> >  
> >  
> > Although?there are?still a couple of mistakes in the soft copy of  
> > the offer (some missing text = copy/paste error I guess + the  
> > conversion issue I already mentioned last time which I detail at  
> > the end of this message), I take those as mistakes and consider  
> > this should not prevent me from accepting the revised offer  
> > (options moved from [REDACTED] to [REDACTED] rest unchanged as discussed  
> > on the phone with Kim):  
> >

> >

> > Base?Salary?Redacted | Target Bonus?Redacted | Sign-on?Redacted |

> > Options

> > Redacted

> > Base?Salary??Redacted | ?Target

> > Bonus?Redacted | ?Sign-on?Redacted | ?Options?Redacted

> >

> >

> > ?So as long as we agree on the above numbers and fix the mistakes

> > in the hard copy of the offer I should get soon, I AM GLAD TO

> > ACCEPT THIS OFFER!

> >

> >

> > As I mentioned to Kim yesterday, all has been 100% finalized with

> > Apple yesterday and my lawyer (who was keeping both signed copies

> > of the settlement agreement until I receive the money on my bank

> > account) sent these copies back to Apple and me. Very good timing,

> > Google can now go talk to Steve as discussed before.

> >

> >

> > In order to fully refresh my mind after such a long transition

> > period, I decided to? take real vacations during the next 12 days

> > and will be?traveling?in Burma, a country with no cell phone and no

> > email (yes it still exists) leaving today (the 11th) and returning

> > in Paris on the 22nd.

> > At that time we may know what came up out of the discussion with

> > Steve. Just send me email as soon as you have news on that side!

> >

> >

> > Talk to you soon,

> >

> >

> > [REDACTED]

> >

> >

> > Description of the mistakes

> >

> >

> > 1. Inconsistency when converting dollars to euros

> >

> >

> > I already mentioned this issue in the first offer, it appears it

> > has not been fixed.

> >

> >

> > Proposed salary in \$ is?Redacted | proposed salary in euros is??

> > Redacted | so

> > you made the conversion with? \$1 =??0.835 (which is the right

> > number):

> >

> >

> > Redacted

>>>

>>>

>>> The proposed sign-on in \$ is **Redacted** so using the same conversion  
>>> rate you used for salary (\$1 = 0.835), it should be in euros?:

>>>

>>>

>>> **Redacted**

>>>

>>>

>>> while in the offer left you left **Redacted** which I already mentioned  
>>> mentioned as a mistake in my earlier email.

>>>

>>>

>>> 2. Missing text in the non-solicit

>>>

>>>

>>> As you can see after clause 11 (Confidentiality), the header and  
>>> beginning of clause 12 (Non-solicit) is missing:

>>>

>>>

>>> <pastedGraphic.png>

>>>

>>>

>>> Based on the previous version I imagine the missing header/  
>>> beginning should have been :

>>>

>>>

>>> <pastedGraphic.png>

>>>

>

>